



Help turn
PAYCHECKS
into possibilities.

Payroll Direct Deposit Benefit



State Treasurer Roby Smith



Achieving a Better Life Experience (ABLE) Accounts

ABLE accounts are tax-advantaged savings accounts for Eligible Individuals and their support system to invest and save for Qualified Disability Expenses without losing their eligibility to receive public benefits.

Iable is Iowa's dedicated ABLE savings plan and is administered by State Treasurer Roby Smith.



Make your benefits package even more appealing.

In most cases, individuals receiving Supplemental Security Income (SSI), Medicaid and other benefits risks their eligibility if they have more than \$2,000 in assets. With IAble payroll direct deposit, you can offer your employees a simple way to save up to \$100,000 without impacting their eligibility.

Your partnership with IAble will make it easier for your employees to save above asset caps and pay for any Qualified Disability Expense, including basic living expenses, transportation, employment supports and more. Through your participation, you are enhancing your organization's benefits package and providing an inclusive, diverse work environment.

Offering this opportunity to save is easy, and it comes at no cost to you. We provide free support and resources to help you get set up, promote this benefit and educate your employees about the Plan.

This kit includes instructions and resources to help you get started. If you have any questions, call a savings specialist at (888) 609-8910 business days from 7 a.m. to 8 p.m. Central Time or visit IAble.gov. I look forward to helping you make financial freedom a reality for your employees.

Sincerely,

Roby Smith
Iowa State Treasurer



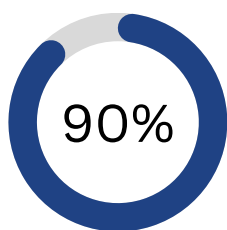
Create a work environment that is inclusive, diverse and supportive.

Your employees are your most valuable asset, which makes supporting them imperative to their company success and longevity, and overall work-life balance. This applies to all employees, including those who are a caregiver, or those who are living with a disability.

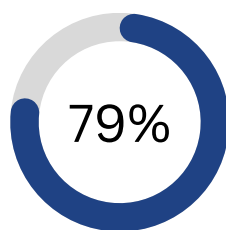
By offering IABLE direct deposit, you could address some of the concerns* held by caregivers and employees. As an employer, there are also benefits for you.

EMPLOYEES THAT ARE CAREGIVERS

One in five American employees is a caregiver, yet 44% of all employers are unaware that so many of their employees are caregivers.



of caregivers feel they lack support from their company in some area.



of caregivers say their company could be doing more to help them.

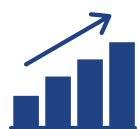
Furthermore, 57% percent of caregivers are concerned the money they have or the money they will save won't last.

EMPLOYEES WITH DISABILITIES

35% of Americans with disabilities are currently employed.

65% of employees with disabilities are concerned the money they have or will save won't last. By comparison, only 39% of the general population feels the same way.

EMPLOYERS



Companies that commit to an inclusive work environment had 28% higher revenues and 30% higher profit margins than those that did not.

By offering IABLE payroll direct deposit, employees can save money for short- or long-term expenses, while feeling heard and supported in the workplace.

*"For the Benefit of All: How Organizations Win When They Recognize and Support Caregivers and Employees with Disabilities", Voya Financial, May 2019, voya.com/forthebenefitofall.

Make saving automatic for your employees, **AND FOR YOU.**

Involving employees in your diversity and inclusion plan is crucial to making an equitable work environment. Offering IAble direct deposit is an easy way to do that, while simultaneously supporting them and their financial wellness.

Nationwide, ABLE accounts like IAble are gaining awareness, even in the workplace. In fact, 63% of employees with disabilities and 64% of caregivers say an ABLE account would be a valuable employee benefit.**

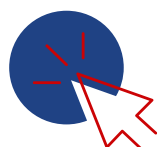
Offering direct deposit contributions to IAble accounts requires no added costs, systems or contracts; employees can provide their IAble account routing and transit number to you. Think of it as any other savings account you provide this option for. Just agree to allow your employees to save via payroll direct deposit, and we'll help with the rest.

A competitive advantage for employers.

- Differentiates your benefits package from your competitors
- Complements your 401(k) and other savings plans
- Supports a diverse workforce

A competitive advantage for employees.

- Makes saving “automatic”
- Only takes a minimum deposit of \$15 per pay period
- Ability to use money for a variety of Qualified Disability Expenses, including a job coach or employment training
- Contribute up to \$17,000 per year, plus up to an additional \$13,590 of earned income, without impacting eligibility for Supplemental Security Income (SSI), Medicaid and other federal benefits



Does your organization support ACH direct deposit?

If not, contact IAble to discuss alternate processing methods at **(888) 609-8910** or **ia.clientservice@savewithable.com**.

***“For the Benefit of All: How Organizations Win When They Recognize and Support Caregivers and Employees with Disabilities”, Voya Financial, May 2019, voya.com/forthebenefitofall.

Give your employees a simple way to achieve a better life experience.

IABLE payroll direct deposit is easy to set up and maintain. We'll help you every step of the way, from establishing the benefit to educating your employees about the Plan.

As a participating employer, you can access the following free services, resources and information:

PLAN WEBSITE

IABLE.gov provides information about the benefits of an IABLE account, various resources from national and local organizations and has toolkits to help diversify your work environment.

INFORMED IABLE TEAM

A Treasurer's Office IABLE team member who's familiar with the Plan will be available to attend benefits fairs, conduct webinars and lunch-and-learns, and provide literature.

WEBINARS

Team up with a Treasurer's Office IABLE team member to host a webinar. The session will cover eligibility, how to open an account, benefits and how IABLE can help your employees save for short- or long-term expenses.

PLAN MATERIALS

You'll get a variety of informative posters and brochures to give to existing employees and new hires. We'll also provide you with IABLE posters you can use to advertise upcoming workshops and fairs.

EXPERIENCED SAVINGS SPECIALISTS

Employees who open an Account can get assistance from experienced savings specialists on a range of topics, such as investment options, forms and account management. Specialists are available at (888) 609-8910, Monday through Friday, from 7 a.m. to 8 p.m. Central Time.

ONSITE BENEFITS FAIRS

Holding a fair at your company is one of the easiest ways to educate your employees about their benefits options. You can invite a member of the Treasurer's Office IABLE team to share information and answer your employees' questions about saving with IABLE.

Let's get started.


Step 1: Establish IAble as a benefit.

Step 2: Educate and encourage your employees to enroll.

- Feature IAble at your next benefits fair.
- Invite IAble to host an informational webinar.
- Post a link to IAble.gov on your company website.
- Add information to employee payroll envelopes and new hire packages.
- Email employees announcing this new benefit.

Step 3: Execute the payroll direct deposit process.

- Check that each Payroll Direct Deposit Confirmation Form (example below) has the employee's Social Security number, signature and the IAble account number.
- Follow your existing procedures for payroll direct deposit by entering the:
 - Total dollar amount being contributed by the employee per pay period
 - ABA routing number for Mellon Bank (IAble's bank): 011001234
 - The IAble account number with the 550 prefix
 - ACH transmittal code: "checking" account



The image shows a sample of the "IAble Payroll Deduction Instructions" form. The form is titled "IAble" at the top left. Below the title, it says "Print your Payroll Deduction Instructions". The form is divided into two main sections: "Step 1. (FOR EMPLOYEES): Complete this form and return to your employer" and "Step 2. (FOR EMPLOYERS): Establish Payroll Deduction Instructions on Your Payroll System".

Step 1. (FOR EMPLOYEES): Complete this form and return to your employer. Please print this page, sign it, include your Social Security number and the date, and submit it to the HR, benefits, or payroll representative responsible for administering payroll deduction contributions to the Program. Your employer will initiate or change your payroll deduction after they receive this form.

Employee Name: _____
Total amount to be deducted per pay period: \$15.00
Employee Signature: _____ Employee SSN: _____ Date: ____/____/____

Step 2. (FOR EMPLOYERS): Establish Payroll Deduction Instructions on Your Payroll System. When updating ACH direct deposit instructions for this employee, please make sure that you provide the following information with your transmittal:

1. ABA Number 011001234 (Mellon Bank)
2. Account Number _____
3. Code Transmittal for Checking _____

For Employers Transmitting Funds by Check

By U.S. Mail: IAble P.O. Box 219825 Kansas City, MO 64121	By Registered, Certified or Overnight Mail: IAble 1001 E 101st Terrace, Suite 200 Kansas City, MO 64131
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Note: The account number is a 12-digit field. The first 3 digits identify the new bank account of IAble. The last 9 digits are the first nine digits of the employee's account number in IAble.

If you have any questions, please call customer service at 888-609-8910 Monday-Friday 8:00 am to 5:00 pm CT.



Need help or want more information? Contact IAble at **(888) 609-8910** or **ia.clientservice@savewithable.com**.

IABLE is an Iowa trust sponsored by the Iowa State Treasurer's Office. The Treasurer of the State of Iowa is responsible for overseeing the administration of IABLE. Ascensus College Savings Recordkeeping Services, LLC, provides records administration services. IABLE offers a series of Investment Options within the Ascensus ABLE Consortium Trust.

IABLE and the IABLE logo are registered trademarks of the State of Iowa.

If you are not an Iowa taxpayer, you should consider whether your home state offers a qualified ABLE program that provides its taxpayers with favorable state tax and other benefits that are only available through investment in the home state's qualified ABLE program.

For more information about IABLE, call 888-609-8910 or visit IABLE.gov to obtain a Plan Disclosure Booklet. Investment objectives, risks, charges, expenses and other important information are included in the Plan Disclosure Booklet; read and consider it carefully before investing.